

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **HEXELSA JOY C. NUÑEZ**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.92 x 50%= 2.46	
b. Students (50%)		5.00 x 50%= 2.50	
Total for Instruction	70%	4.96	3.47
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research			
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		4.84x100% = 4.84	
Total for Extension	15%	4.84	0.73
4. Administration	15%	5.00	0.75
5. Production	0%	0	0.00
TOTAL			4.965


EQUIVALENT NUMERICAL RATING: **4.95**

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: **4.95**ADJECTIVAL RATING: **Outstanding**

Prepared by:


Reviewed by:


HEXELSA JOY C. NUÑEZ
Name of Faculty
HARVIE P. PORTUGALIZA
Department Head

Recommending Approval:


SANTIAGO F. PEÑA, JR.
College Dean

Approved:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, HEXELSA JOY C. NUÑEZ, of the College of Veterinary Medicine commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June 2022.

HEXELSA JOY C. NUÑEZ

Ratee

Approved:

HARVIE P. PORTUGALIZA

Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Targets	Actual Accomplishment	Rating				Remarks
					Q ₁	E ²	T ³	A ⁴	
Higher Education Services	PI 5: Total FTE, coordinated, implemented and monitored	As course in-charge	3.5	32.5	5	5	5	5.00	
	PI 8: Number of students advised:								
	On thesis	As adviser or SRC member	4	11	5	5	5	5.00	
	No. Of approved manuscripts submitted within prescribed period	As adviser or SRC member	1	3	5	5	5	5.00	
	On consultation	As course in-charge or academic adviser	8	16	5	5	4	4.67	
	PI 10: Number of instructional materials developed								
	Number of virtual classrooms created and operationalized	As course in-charge/ instructor	1	2	5	5	5	5.00	
	Flexible instructional materials	As course in-charge/ instructor	1	2	5	4	5	4.67	
	Assessment tools (No. of courses handled X 2)	As course in-charge/ instructor	2	4	5	5	5	5.00	
Extension Services	PI 2: Number of person-days trained weighted by length of training	As extension component leader/member	8	30	5	4	5	4.67	
	PI 4: Number of beneficiaries served	As extension component leader/member	19	251.14	5	5	5	5.00	

	PI 13: Number of trainees weighted by the length of training	As a faculty member	8	8	5	5	5	5.00	
	PI 21: Number of clients assisted in agri-fair, walk-in clients, training requests, in-house reviews, trainings and related activities	As expert in the field of veterinary medicine	19	24	4	5	5	4.67	
General Admin. & Support Services (GASS)	PI 3: Number of coaching sessions attended	As faculty	1	3	5	5	5	5.00	
	PI 6: Additional Outputs								
	PI 5: Number of meetings (college, department, special, consultation meetings, etc).	As faculty member	10	12	5	5	5	5.00	
Total Over-all Rating								14.75	

Average Rating (Total Over-all rating divided by 3)	14.75/3	4.92
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.92
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

*Excellent job as Dean.
Continue work on proposal to offer MS Vet-med.*

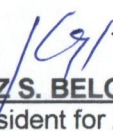
Evaluated & Rated by:

Recommending Approval:

Approved by:


HARVIE P. PORTUGALIZA
Dept/Unit Head


SANTIAGO T. PEÑA
College Dean


BEATRIZ S. BELONIAS
Vice President for Academic Affairs

Date: 2/5/2022

Date: 2/12/2022

Date: 2/16/2022

1 – Quality 2 – Efficiency 3 – Timeliness 4 – Average

PERFORMANCE MONITORING FORM

Name of Employee: HEXELSA JOY C. NUÑEZ

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Teaching	Grades submitted at the end of the semester	January 2022	June 2022	June 2022	Very Impressive	Outstanding	Introduce methods to increase student engagement
2	Consultation with students as academic adviser/SRC member	Resolved student queries especially subject-related matters; Thesis Manuscript	January 2022	June 2022	June 2022	Very impressive	Outstanding	Have students as thesis adviser
3	Creation of assessment tools	Assessment tool	January 2022	June 2022	June 2022	Impressive	Very Satisfactor	Find ways to increase assessment tools
4	Number of virtual classrooms created and operationalized	Virtual classrooms	January 2022	June 2022	June 2022	Very impressive	Outstanding	Input methods and make use of applications in the VSUEE to increase student engagement.
5	Extension service, consultancy	Animal health check-up; participation in rabies vaccination and spay and neuter activities	March & April 2022	March & April 2022	March & April 2022	Very impressive	Outstanding	Improve technical service rendered

* Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:


HARVIE P. PORTUGALIZA
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: HEXELSA JOY C. NUÑEZ
Performance Rating: OUTSTANDING

AIM: To efficiently deliver Instruction, Research and Extension services to achieve the College targets.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: January, 2022 Target Date: June, 2022

First Step: A normal teaching load (Instruction function) in order to have time for research, extension activities and revision of instructional materials and to devote time as a veterinarian.

Result: A better schedule that will allow time for research, extension, field veterinarian and revision of new Instructional Materials.

Date: March, 2022 Target Date: June, 2022

Next Step: To do instruction, research, extension and revision of instructional materials.

Outcome: Submitted research output for publication, engaged in Extension activities and revised Instructional Materials.

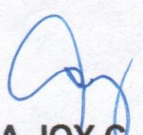
Recommendation:

The department should recruit additional faculty to cover the load of the K to 12 subjects to de-load existing faculty.

Prepared by:


SANTIAGO T. PEÑA, JR.
College Dean

Conforme:


HEXELSA JOY C. NUÑEZ
Ratee